

PLAIN TALKS

March/April 1993

Volume 72 Number 2

**EAS baskets
benefit Sabine
employees, families**



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About the cover

The Edison Plaza Employee Advisory Service sponsored an Easter basket decorating contest. The baskets and other donated goods were presented to the injured Sabine Station employees and their families. Photo by Scott Harper.



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Employees who change residences or offices should fill out company mailing-address-forms (GSU0012-00-81) and return them to the mailroom in Edison Plaza. GSU publications, departmental mailings and other company information are not automatically forwarded; addresses must be corrected when employees move.

Injured employees benefit from new technology

story by Mark Viguet
photos by Scott Harper

A team of surgeons and nurses at Hermann Hospital performed cultured human skin graft surgery on three injured Gulf States Utilities employees in February, marking the first time the procedure was performed in Houston.

David Wainwright, M.D., led the team of doctors and nurses who performed the surgeries. Wainwright said the Gulf States employees, Allen Daniel, Jeff Hollis and Larry Sam, were "still in a critical period of their recovery, but all three have done remarkably well."

Wainwright, associate professor of plastic surgery at The University of Texas Medical School and associate director of the Hermann Burn Center, explained the innovative technology during a press conference at Hermann Hospital Feb. 11.

"Cultured human skin grafting is a relatively new technology that enables surgeons to cover large burn wounds with many sheets of skin cells that are grown in a laboratory from a tiny piece of the patient's own skin," Wainwright said. "The result is a permanent skin replacement that offers new hope for patients who have suffered massive burns."

The new cultured human skin technology was developed

by BioSurface Technology of Cambridge, Mass.

According to Wainwright, the procedure was initiated when the patients were admitted to Hermann. Small biopsies of unburned skin were sent to BioSurface, where the company can rapidly grow a

small piece of human skin to many times its original size. With this process enough tissue is generated to be used in skin grafts.

"For major burn victims, this type of technology improves their survival rate and their ability to return to society and live their lives," Wainwright said.

The doctor said the primary concern for most burn victims is the risk of infection.

"As long as wounds are open, the patient's ability to fight infection is compromised," Wainwright said.

When a patient's skin is grafted from an unburned area of their body, he said, doctors usually must wait for more skin to grow back before they can perform another graft. Cultured human skin technology reduces the waiting time between grafts.

"The sooner we can cover the wound, the less risk there is of infection. This technology speeds up the process," Wainwright said.

Another benefit of the new technology comes from the fact that the skin is made from the patient's own cells.

"Because these skin grafts are made from their own cells, rejection of the new skin is not a concern," Wainwright said.



Dr. Wainwright uses a videotape to help explain the surgical procedure performed on Sam, Hollis and Daniel during a press conference at Hermann Hospital in Houston.



Family members of the injured Sabine Station employees take questions from the Houston media.



Donnelly discusses 1993 corporate goals

In mid-February, GSU Chairman Joe Donnelly sent each employee a copy of the company's Five-Year Objectives and 1993 Goals. In the following interview, Mr. Donnelly discusses the goals in more detail.

Many employees may be wondering how important these corporate goals are when we're about to merge with Entergy.

That's a logical question. Actually, there are several reasons it's important for us to continue setting independent goals and objectives while also moving ahead with the merger process.

First, there's still a chance there won't be a merger. Certainly all signs point toward successful completion of the transaction, but we can't take anything for granted. We've got to continue operating as an independent company in the event something unexpected happens and we don't become part of the Entergy system.

Second, we want to be the strongest company we can be when the merger finally takes place. It will be to every employee's advantage if Gulf States has set and achieved ambitious goals in all areas of our operations.

The third reason for these goals is more abstract. Everyone needs a target at which to take aim. Firing into the woods and hoping to shoot a deer isn't nearly as effective as seeing one and taking careful aim. Having goals gives all of us something at which to shoot.

Why do we have five-year objectives when this may be our last year as an independent company?

We have had five-year objectives for a long time. They are very broad and are fine-tuned each year as conditions change. The five-year objectives that accompany the 1993 goals are not at all in conflict with Entergy's overall goals and objectives.

The first five-year objective calls for us to pursue activities that will enhance shareholder value. Please discuss the 1993 goals that support this objective.

Obviously, completion of the merger is a major goal aimed at meeting this objective. The combination will give our shareholders an opportunity to become part owners of a company that pays a regular dividend to its holders of common stock. Another goal is to improve earnings per share. Every employee can help achieve this goal by continuing to watch our budgets closely while trying to increase sales and revenues.

What about the second five-year objective--to operate River Bend safely, efficiently and economically?

For 1993, we've got four goals that illustrate our commitment in this area. During his brief time on the job as vice president of the River Bend group, Phil Graham has moved on several fronts to involve our employees in our efforts to reduce operating and maintenance expenses without compromising safety. I believe these initiatives will pay off as we try to meet our 1993 goals and prepare for River Bend to become part of Entergy's nuclear operations.

The next five-year objective covers a great deal of territory. It states that we will try to earn the continuing confidence of customers, communities, regulators and employees by providing efficient, high-quality and dependable services. What kind of goals do we have in this category for 1993?

There is a variety of goals primarily related to communications, customer service. Communicating about the merger to a wide array of audiences is an important 1993 goal that has kept quite a few employees very busy. Our safety goals also are included under this objective.

Keeping the number and duration of service interruptions to an absolute minimum is, as always, a critical goal and our employees make that happen, too. We also have a 1993 goal that recognizes how important quality service is to our 50 largest customers, whom we call our key accounts. This year we will develop a plan aimed at getting us to a point in 1994 where these customers have absolutely no service problems attributable to factors within GSU's control. That is a lofty goal, but also important one in view of the increasing

competition in our industry. In this same regard, the goal is to provide our employees with 90,000 person-hours of training aimed at providing high quality service.

You mentioned earlier the importance of increasing revenues. Obviously, that's what the next five-year objective is all about.

Yes, it is. These six goals are indicative of our employees' efforts to retain our existing industrial load and to add new customers and load. Another goal calls for us to keep our 80 Team Cities involved in the program, which should be very achievable in view of the many positive comments I heard about it. In 1993 we also will be trying to involve 14 percent of our employees in the Reddy Referral program, which is a key to the success of our residential and commercial marketing programs.

Five-year objective number IV deals with continuing our self-help measures by holding expenditures to the lowest practical level while moving aggressively to capture savings through refinancing activities. What can you say about that?

There are nine goals for 1993 that relate to various kinds of self-help measures. They involve everything from operating and maintenance expenses to fuel costs to our refinancing activities to attrition management to T&D inventories. Realistically, I think we've about squeezed all that we can out of our budgets and it's time to redouble our efforts to increase revenues by selling more electricity.

The sixth five-year objective talks about trying to enhance profitability by identifying and implementing business opportunities related to GSU's public service obligations. What does that mean?

It means we are looking for opportunities to increase revenues by getting into areas that relate to our core business. A good example of one way we've already done that is the Nelson Industrial Steam Co., or NISCO. We will continue to be on the lookout for similar opportunities to enter into partnerships or other ventures that will help us be more profitable.

The seventh and final five-year objective states that we hope to conclude existing rate proceedings and major litigation on satisfactory terms. What do the 1993 goals cover?

In 1993 the Texas commission will rule on our long-running fuel reconciliation case and there probably will be more court action on the appeal of the PUCT's River Bend decision setting aside \$1.4 billion of our investment. Clearly, the Cajun litigation is the most significant legal proceeding now under way, but discovery is still going on and there's no end in sight to that dispute.

The future of radioactive waste

by Sharon Englade

The River Bend nuclear power plant produces more than electricity; it creates both low-level and high-level radioactive wastes that must be disposed of somewhere.

"Disposing of the radioactive waste is not a problem just for River Bend, but for all nuclear power plants throughout the United States," said Phil Graham, vice president of the River Bend Nuclear Group.

The federal government had expected to have a repository for high-level nuclear waste, such as spent fuel rods in operation by 1998, but a recent report from the Department of Energy says this is an unreasonable time frame. River Bend has the capacity to store its spent fuel on site until March 2003, Graham said. That takes care of the near-term problem, and the long-term solution is the responsibility of the government.

"The problem is not about storing nuclear waste safely. The technology exists. The problem is political; it's a matter of NIMBY--not in my back yard," said Graham.

Low-level waste disposal presents a different problem and one that's shared with any facility that produces nuclear wastes, such as hospitals or research facilities. Graham explained that the federal government presently is requiring each state or groups of states, known as compacts, to have low-level waste disposal facilities in operation by 1996. Louisiana is part of the Central Interstate Low-Level Radioactive Waste Compact along with Kansas, Arkansas, Oklahoma and Nebraska.

"It looked like smooth sailing initially since the then-governor of Nebraska offered to

host the low-level disposal facility," Graham said. "However, there has been a change in administration and the present governor is not supportive of the project."

Nebraska's Departments of Environmental Quality and Health have said they intend to deny a license to the company chosen to develop and operate the facility, US Ecology. The reason, the state agencies say, is the existence of wetlands on the site.

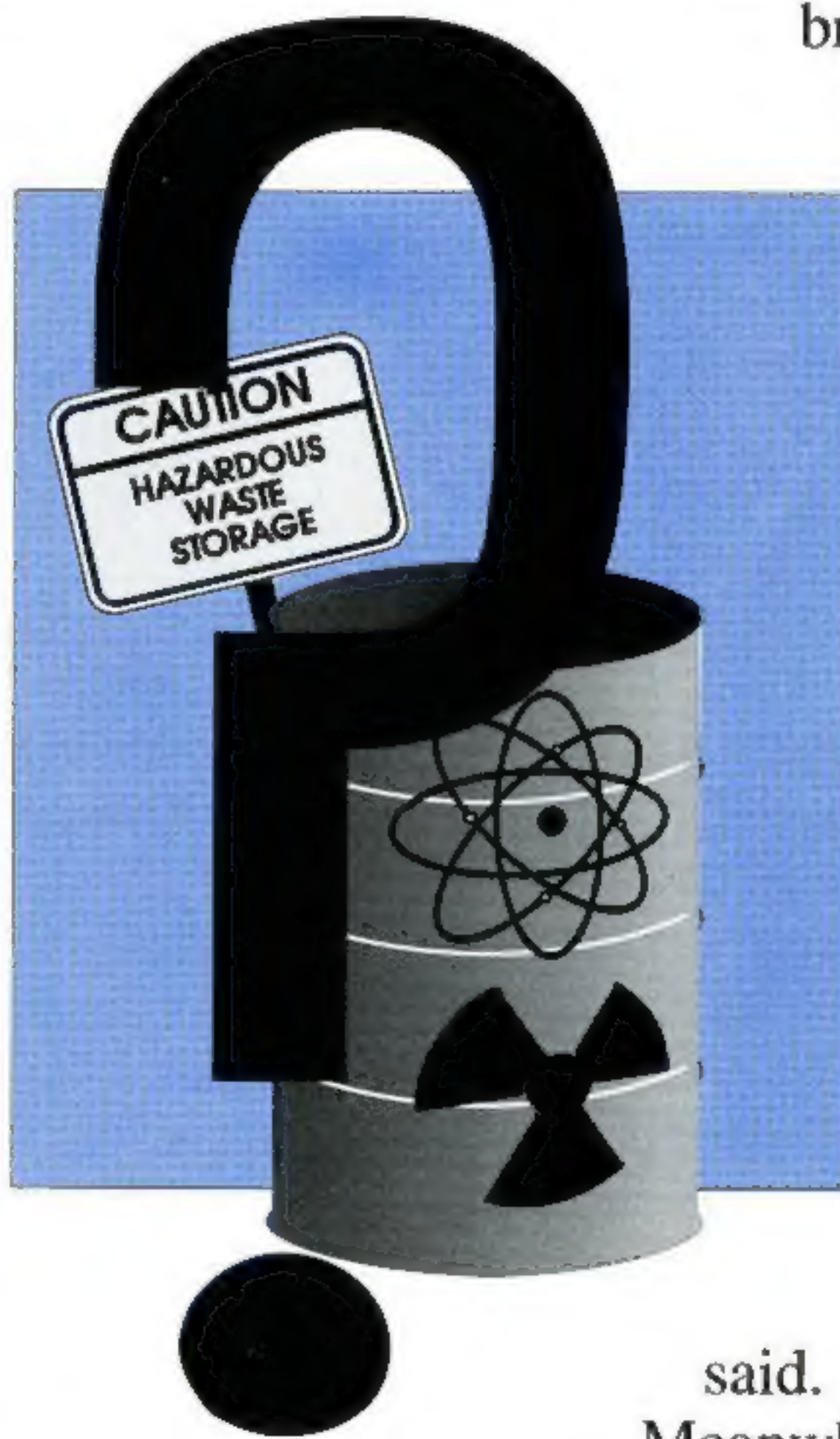
However, one proponent of the \$123 million facility that will bring jobs and revenue to the extreme northeast area of Nebraska has pointed out that he has farmed that dry lake bed for years and never seen a wetland.

Despite the shift in state leadership, the Central Compact has met all mandated milestones on time, Graham noted, adding that the near-term focus will be site suitability and community consent issues.

"Although we're facing some obstacles now in moving forward with the low-level waste disposal facility, I feel there's a very good possibility that Nebraska will honor its commitment to build it," he

said.

Meanwhile, Louisiana and other states in the Central Compact send their low-level wastes to a Southeastern Compact landfill in Barnwell, S.C. Graham said the Southeastern group realizes that most of the states in the Central Compact are working in good faith to build their own facility and, therefore, should allow River Bend to continue shipping its waste there as long as the site remains open to non-Southeast Compact companies.



Employees add new spark to SPARC Club

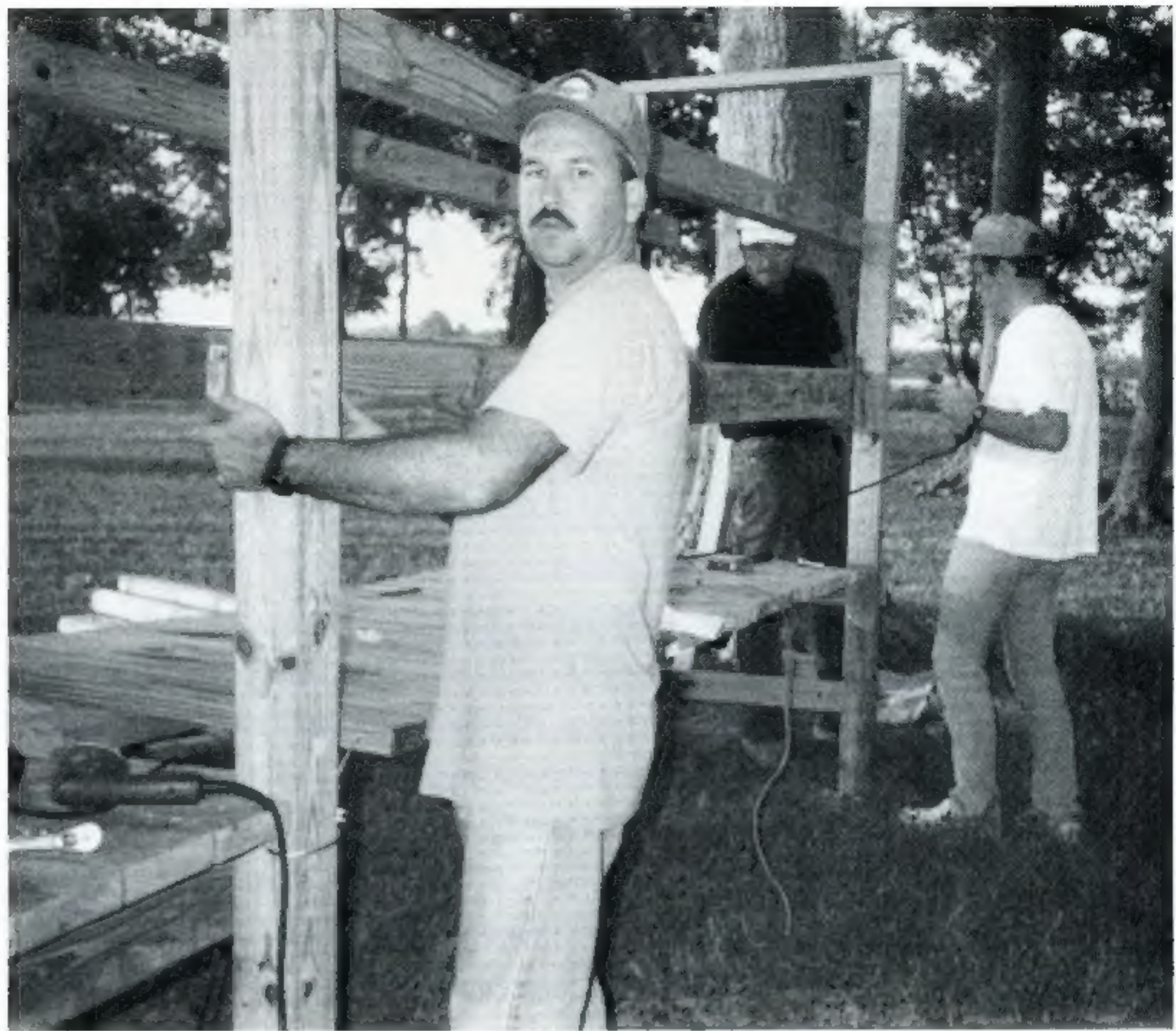
by James Braus

In the shade of old oak trees and spanish moss at the Sabine Port Arthur Recreation Club (SPARC) near Sabine Station, club members and company employees worked last October to complete the construction of new recreation equipment at the site.

Rodney Townsend, president of the club and board of directors, purchased two new volleyball nets, a "Commander Tower" playground kit, and materials for a concrete fishing area with a handrail.

Once the volleyball poles were set, sand was hauled in and spread for volleyball courts. The new nets and winches were put in place by Frank Morse, Tommy Ellis and his son Cory.

The "Commander Tower" kit includes a 12-foot high covered playground structure with a slide, ladders, swing bridge, cargo climbing net, rope, fireman's pole, monkey bars and a lookout tower with a white river sand playing area. The kit was put together



Left to right, James Broom, Charles Bennefield and Frank Morse assemble the handrails for the swing bridge on the "Commander Tower" playground kit installed at the SPARC club near Sabine Station.

by Charles Bennefield, Arnold Bennett, James Braus, James Broom, retiree Sonny Hebert, Frank Morse and Arthur Wolf.

The construction of the kit was supposed to take two skilled carpenters about two days to complete, however; it took seven "not so skilled" carpenters five days and a lot of refreshments to finish the job. According to Broom, "It was finished ahead of schedule and below projected cost!"

The playground was built close to the club pavillion so children playing on the equipment can be supervised by adults participating in SPARC activities.

The new concrete fishing area extends 194 feet at the water's edge and is 14 feet wide with a galvanized hand rail.

According to Townsend, future improvements include a dock at the boat ramp to facilitate easier launching and loading and a new swing set. Improvements in the baseball diamond are also part of the short-range goals. Long-range plans are to enclose the pavillion and install a new kitchen and restrooms.

Any GSU employee or retiree is eligible for SPARC membership. Dues are \$3 a month and can be payroll deducted. Anyone wishing to join can contact Phyllis Melancon, club secretary, at 733-3438 for details.



Left to right, Morse, Bennefield, James Braus and Broom discuss plans for installing the swing bridge.

Are you financially ready for the future?

by Scott Harper

Have you ever asked yourself: "How much money is enough for financial independence?" or "How can I integrate my company's benefits program into my personal financial plans?"

To help you answer financial planning questions like these, the GSU Benefits group has made available to employees a software program called "LifeFocus - Your Guide to Financial Independence," created by The Rouse Companies, Inc.

According to Kathy Stevens, supervisor-benefits administration, Beaumont, the program allows employees to make projections about their financial future in order to help them plan now.

The software program, which was specifically programmed and customized for GSU benefits, asks employees to input various types of information such as current salary, GSU Thrift Plan investments, preferred age of retirement and how much money in today's dollars they will need to have a comfortable retirement lifestyle. The program then takes the employee's data and makes projections about how much money the employee will accumulate for retirement and whether it will be enough.

Stevens points out one benefit to the program is an

employee can figure out what he needs to do now in order to have the financial base he needs for the future.

"This program is conceptual," Stevens says. "It tries to get people to develop a vision of their future and to think ahead about what it's going to take financially to provide for their retirement."

According to Ken Rouse, designer of the program, the software requires minimal computer skills to operate. "In a matter of hours, an employee can learn the basics of a computer keyboard enough to input the data," Rouse says.

This software is not a program you use one time. "It's an on-going program," Stevens says. "You can change the variables such as retirement age, investment yields, etc., to see how they impact your future and update your data as often as you like."

The program is available to employees for \$67, half the cost of the software, and can be obtained through payroll deduction.

Employees interested in purchasing the software can contact Cheryl Ellis at 733-2928 for details.

DON'T FORGET TO VOTE

As a GSU shareholder,
voting your proxy
gives you a voice in the company.

Vote your proxy for the May 6
Shareholders Meeting.



Birds use River Bend as stopover

story and photo by Rick Harvin

A small, feathery bundle is carefully taken from a net. Then, the bundle is placed in a compartment of a wooden box.

Back at the campsite, gentle hands hold the little animal while he's banded, measured and weighed-- including where he stacks up on the "fat scale."

After all of the information is recorded on the appropriate page, the bundle is released to fly away.

This activity is part of a University of Southern Mississippi (USM) study officially known as the "Fall Passage of Neotropical Landbird Migrants," by Frank R. Moore of USM's Department of Biological Sciences.

These birds use Louisiana as a stopover in their migratory flights between North America and Central and South America.

This particular part of the Louisiana stopover isn't in some national or state park, though. It's no more than a mile or so from a 940-megawatt nuclear reactor that's steadily generating electricity. The birds are making their stop in the woods near River Bend.

The base camp for the field technicians conducting the study was located on the GSU Employees' Bowhunting Club site, where club members worked to get the facility ready for the technicians, who were there for some eight weeks.

The technicians doing the study were Sue Daniels, Julia Smith and Chris Szell, all hired by USM.

Each day, for some 10 hours a day (including Saturdays and Sundays, since birds don't take the weekend off!), the three made regular checks of 20 nylon mist-nets set in the woods near the plant.

After carefully getting the little "flying commuters" out of the nets and into a box made of eight compartments, the birds were taken back to a nearby tent.

There, the measuring, identifying, categorizing and banding took place. Daniels, Smith and Szell performed these chores efficiently, yet the three were always gentle when handling the birds.

How did this study get to River Bend in the first place?

"The university officials were looking for an inland spot to study migratory birds.

They heard about the bowhunting club and the property at River Bend, so they made inquiries. The study was then set here in 1992 and again this year," Daniels explained.

"It's sometimes hard to find people who let you stay on their land. The GSU people have been very helpful," she added.

Daniels has worked on other bird studies in South Carolina and Belize, in Central America. Smith and Szell have worked other projects as well. "It's fun, especially since I didn't want to sit in a lab or office somewhere," said Smith, discussing her work.

The neotropical land birds mentioned earlier are forest song-birds, "...not the kind that usually come to your home feeder," Daniels said.

Some of the birds captured and identified include the Black-and-White Warbler, the Gray Catbird, the Swainson's Thrush, the Ruby-Throated Hummingbird and the House Wren.

"Many of the species of birds we're studying here have suffered serious population declines, 50 percent or more in the past 25 years. We want to understand why this is happening, so we are studying breeding, winter habitat degradation and stopover habitat," Daniels said, describing some of the study's goals.

She also described the remarkable odyssey of these little birds on their migratory flights.

The birds fly from Canada

and the United States to Central America

and the Caribbean. Louisiana serves as a stopover, where the birds rest and eat. "They eat to get enough fat for energy to use in their flight," Daniels explained. That flight covers at least 600 miles across the Gulf of Mexico, and it will last some 18 to 24 hours **nonstop**.

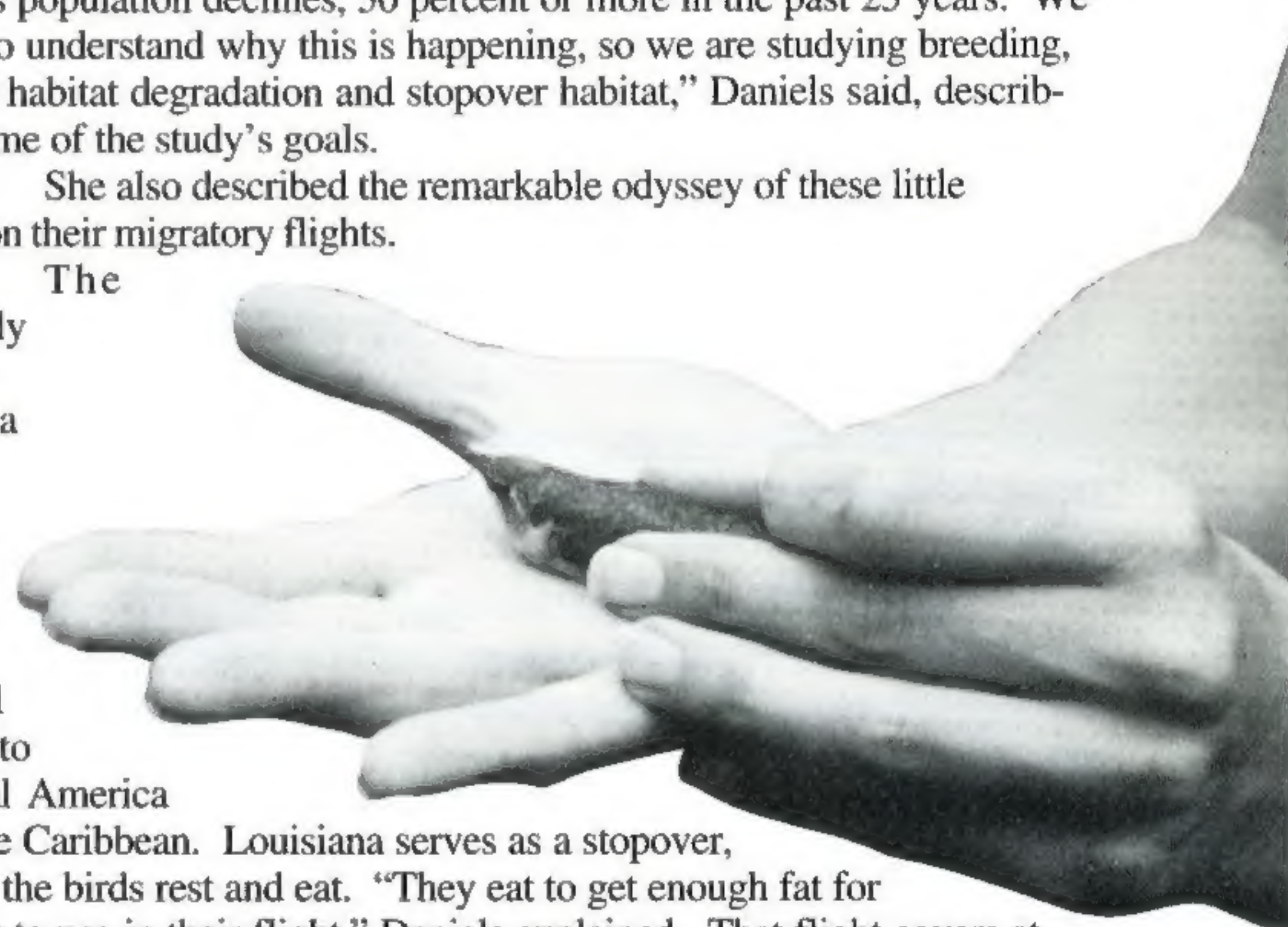
Checking the numbers on the bands of five birds caught, the technicians found these animals had also been captured in the 1991 study at River Bend.

Two of these birds had gone to Central America and flown back to Louisiana to almost the exact same spot for at least two consecutive years. **That's navigation!**

As the birds continued to be caught and catalogued, the peaceful atmosphere in the woods seemed almost tangible.

"These are beautiful woods," Daniels commented.

All of us--both people and feathered commuters using the grounds as a restful stopover--could agree with that observation.



The tiny creature in hand is a ruby-throated hummingbird.

GSU employees go Face-To-Face

More than 50 Gulf States employees, representing a cross-section of the company work force, recently attended four of Entergy's Face-to-Face '93 meetings at the Holiday Inn Crowne Plaza in New Orleans.

Face-to-Face '93, with the theme "Your Role in the New Entergy," consisted of 23 meetings with Entergy employees conducted by Chairman and CEO Edwin Lupberger throughout the Entergy system during February, March and April.



About 250 Entergy employees at each meeting viewed an opening video explaining the recent successes of the company and the challenges that lie ahead. Lupberger then

spoke to the group about their role in a dynamic company committed to excellence in every facet of the utility business.

Following his comments at each meeting, Lupberger discussed the concerns of a 4C group. A spokesman elected from a group of 15 to 18 randomly selected Entergy employees talked with Lupberger about the group's Compliments, Convictions, Concerns and Comments. During pre-meeting sessions, the 4C group reviewed issues presented to them by fellow members of their work areas, which they in turn presented to the CEO for discussion.

After addressing the 4C issues, Lupberger invited members of an Entergy Quality Action Team on stage to discuss their accomplishments. QATs are teams of employees who go through a review of specific work practices and then recommend improvements. Following the QAT report, Lupberger opened the floor for a question and answer session with employees.

Following is a photo feature of the employee meetings.



Above, Lupberger addresses Entergy and Gulf States employees during Face-To-Face '93 in New Orleans. Left, (L to R), Dianne Brandon, Shivaun Davis and Mark Viguet watch the opening Face-To-Face video which featured industry-wide professionals' comments about Entergy as a leader in the electric utility business.





Top left, Gloria Hebert interacts with Lupberger during Q&As. Far left, GSU employees take notes during the meeting to report back to co-workers. Above, Evelyn Lawrence (middle) and Devena Downs (right) visit with Entergy employees during a break. Left, Dennis Singletary asks a question about the integration time frame of GSU and Entergy.

Peer groups meet at Edison Plaza

How the combined Transmission, Distribution and Customer Service (TDCS) function will fit together when the proposed GSU/Entergy merger goes through received full attention the week of April 12 in Beaumont. Top management from both companies in the TDCS functions kicked off the integration process on April 15 and 16 when they met to formally review the existing organizational structure of each company and to agree on the next steps for integration.

According to the Principles of Integration, all of Gulf States functions are to be fully integrated into Entergy's existing organization along the lines of the Strategic Business Units (SBUs). Following the first two meetings, specific integration teams will be formed to develop implementation plans for the best way to integrate and operate the combined SBU. The TDCS integration teams, made up of employees



Calvin Hebert (standing), senior vice president-division operations, describes GSU's operating divisions to the TDCS peer group.

from GSU and Entergy, will be announced in June.

The TDCS function is the second area to enter into the integration process of the proposed merger. In February, the Power System Operations and Administration Linking Team began work toward the combined power system operations.

Leadership Conference emphasizes change

story by Susan Gilley
photos by Scott Harper

With GSU poised for metamorphosis into an operating company of Entergy Corp., the company's top management focused on ways to cope with change during the annual Leadership Conference in Beaumont on March 29.

In his opening remarks, Board Chairman Joe Donnelly recognized three officers retiring in 1993—Jim Deddens, who retired March 31, and Charlie Glass and Jack Worthy, who will retire later this year.

Donnelly also said, "1992 was a year of enormous accomplishment, and I want to commend everyone at GSU for the wonderful job that was done last year." Among the accomplishments he mentioned were the savings that resulted from refinancing high-interest debt and the 2,800 new manufacturing jobs that resulted from GSU's aggressive economic development efforts.

While Hurricane Andrew was an unwelcome visitor to GSU's Louisiana service area last August, the destructive storm enabled Gulf States employees to show just how effective and efficient they are, Donnelly commented. He praised employees for restoring service within about a week to an estimated 180,000 customers who had lost power. However, Donnelly added, his visits to GSU power plants, local offices and service centers have shown him that employees routinely deliver just what the customer wants—reliable electric service.

Noting that 1992 was also a year of tremendous change, Donnelly predicted that the process of change will continue and likely intensify for the electric utility industry in general and GSU in particular throughout 1993.

Later, Tom Covert, executive vice president of Pritchett & Associates, offered advice on "Team ReConstruction: Building a High-Performance Team During Change."

Following are excerpts from the speeches of officers who addressed the gathering:

- Ron McKenzie, vice president of Information Services: "We can't afford to sit back while special interests and intervenors influence the way regulators address issues or the way lawmakers draw up bills. It's simply not enough to scream after the fact that we don't like the outcome. Damage control isn't very effective at that stage."

- Ed Loggins, senior executive vice president: "Now, more than ever before, we **must** get used to the idea of looking outside ourselves for benchmarks that will guide us toward our goal of finding the best way to do business."

- Don Clements, vice president of strategic projects: "...the regulatory process (to merge GSU and Entergy) is a long and difficult one. It will almost certainly extend to the end of this



Jim Champagne, vice president-energy resources, gives a production update at the 1993 Leadership Conference at the Beaumont Hilton.

year. Nonetheless, right now, things are looking positive for ultimate approval of the merger."

- Jack Schenck, senior vice president and chief financial officer: "In 1992, we refinanced \$1.13 billion of debt and preference stock to lower our annual cash requirements by more than \$44 million."

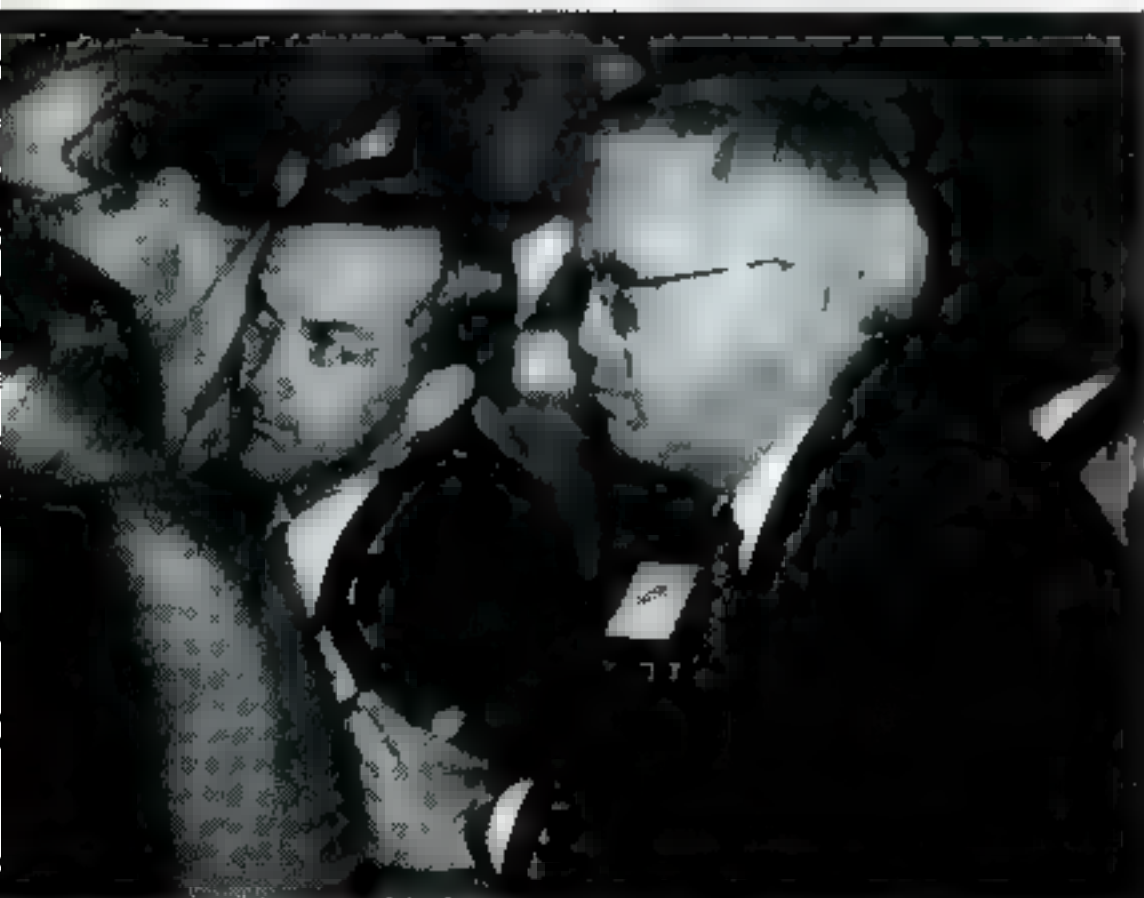
- Calvin Hebert, senior vice president of Division Operations: "To the extent that we can provide good service to our customers, we'll be able to attract new customers. New customers mean prosperity for everybody in the system."

- Phil Graham, vice president of River Bend Nuclear Group: "Over the years, there has been a feeling of 'us versus them' with respect to River Bend...Starting in 1993, it is my goal to begin to change this perception and to work on the teamwork between the company and River Bend. After all, we are all part of GSU."

- Jim Champagne, vice president of Energy Resources: "We try to operate our units as efficiently as possible...The heat rate of our fossil-fueled units is in line with neighboring utilities in Texas and...compared to the national average, our units have been performing with a low forced outage rate."

In reviewing the success of the conference, Donnelly noted, "Our purpose was to equip management to cope with the massive change continuing to take place both industry-wide and at GSU. Perhaps now our managers will approach their jobs and assess their resources in fresh, different ways. After all, it's **not** business as usual at Gulf States."

The leadership conference was planned by Human Resource's Quality Program and Management Development Group.



Lloyd Whittington, director-shareholder services, and Joel Jeffcote, district manager-Port Arthur, take in the keynote address

Computer-based training provides convenience for personal development



Greg Chesser, assistant systems analyst, Beaumont, takes a stress management CBT course at his work station during lunch.

story and photo by Scott Harper

Thanks to computer-based management skills courses offered by GSU Management Development, full-time management employees can now take a variety of professional development courses on their own PC at their leisure, and, upon satisfactory completion, receive credit on their personnel training record.

According to Mark McDuffie, management development specialist, Beaumont, PC computer-based training (CBT), which began in November 1992, offers management employees more variety of programs and allows them to work at their own pace.

CBT courses are to be worked during personal time or with your home computer

equipment. Program topics range from time and stress management to business writing.

McDuffie says the programs are "very user friendly." Since computer prompts guide you through the course, the programs do not require high computer skills to operate.

Floyd Rogers, quality assurance engineer, River Bend, a six-time user of CBT attests to this. "I'm not a computer person and these are real easy to use," he says.

"The number one benefit to me is it saves time. I spend less time away from work in a training room," Rogers says. "It's been very helpful to me, especially the business writing."

David Phillips, utility

foreman, The Woodlands, also feels the time-saving agent is a plus. "I work on it at home when my wife goes to school," he says. "It may take me a couple of nights to get through a course."

Phillips, currently on his third course, says he has gained computer skills in addition to the information provided in the courses.

To take a CBT course, simply request an enrollment form from McDuffie (733-2314), complete the form, have your supervisor sign it and forward it back to McDuffie. The course software and information will be sent to you at your work location.

It's Graduation Time!

Once again, **Plain Talks** will be doing a special photo feature on the high school and college graduates of GSU families. Please send a photo of your graduate and the following information to **Plain Talks-Graduation, EP-8**. A graduation photograph is preferred. All photos will be returned. The deadline to receive photos and information is **Wednesday, May 26**.

Graduate's name _____ High School/College _____
Employee's name _____ Relationship to employee _____
Employee's job title _____ Work location _____
Daytime phone number/extension _____

NEWS BRIEFS

Gulf States urges homeowners to "Plan Before You Plant"

by Pris Gallagher

One of the nicest improvements a homeowner can make to their property is to plant trees. Trees not only enhance the value and appearance of the home, but also help make it more energy efficient.

But trees planted too close to overhead power lines, house slabs, sewer lines and sidewalks can cause problems later.

Hence the concept, "Plan Before You Plant," a companywide project to encourage homeowners to consider the size and location of the mature tree before the tree is planted.

A booth designed to help convey this message has been used for the past three years at the annual WJBO/Baton Rouge Green Fair and Sale. Sponsored by the local talk radio station and Baton Rouge Green, a non-profit organization interested in planting and preserving trees, the show has grown in size and attendance each year. Exhibitors range from non-profit organizations, such as the Camellia Society, to local nurseries and hardware stores.

Pris Gallagher



L to R, Norman Kinsella, Dale Byerley and Bob Baber answer customer questions during the February 13 & 14 WJBO/Baton Rouge Green Fair at LSU.

The GSU booth is colorful and educational and attracts customers with a wide variety of questions about trees.

"We have been asked everything from how to plant and care for seedlings to requests for tree trimming," says Norman Kinsella, supervisor-contractors-vegetation. "The one-on-one customer contact is invaluable in explaining our program and objectives to those who are truly interested in trees."

With an extensive tree-trimming program underway in the division, it is imperative to reach customers before they plant trees in areas that have the potential for future problems, he adds. That minimizes the costs and inconvenience for everyone in the future.

Murrill receives honorary recognition

GSU Board Member Paul Murrill was honored in February by **Control** magazine when they presented him with a "Lifetime Achievement" award.

In reviewing the magazine's Engineer of the Year nominations, the judges felt Murrill deserved special honorary recognition.

Murrill was chairman and chief executive officer of Gulf States from 1982 to 1987. Currently, he's on eight boards of directors, does some consulting work, and owns a small publishing company that publishes books for the Instrument Society of America.



Murrill is presented the **Control** magazine Lifetime Achievement award by Peggy Smedley, editor in chief and associate publisher.

SERVICE ANNIVERSARIES

January/February

1993

40 YEARS

Charles V. Johnson
Plant Production
Louisiana Station
Henry O. Toups III
Electric T&D
Baton Rouge

30 YEARS

Ronald D. Cunningham
Purchasing
Beaumont
Allen R. Hebert
Electric T&D
Lake Charles
Robert C. Hebert
Plant Production
Nelson Station
Rufus L. Lavergne
Electric T&D
Jennings
George E. Myers
Customer Service
Beaumont

20 YEARS

Michael W. Frederick
Electric T&D
Mid County
Kent D. Girouard
Electric T&D
Port Arthur
Lanny K. Harris
Plant Production
Louisiana Station
Billy C. Hodge
Electric T&D
Orange
Phyllis A. Kohler
Purchasing
Beaumont
Mary P. Maloney
Division Accounting
Baton Rouge

Larry D. Noland
Plant Production
Sabine Station
Blaine D. Page
Plant Production
Lewis Creek
Robert N. Parsons
Electric T&D
Orange
Jerry D. Peairs
Gas Department
Baton Rouge
Sammie P. Raney Jr.
Human Resources
Baton Rouge
Calvin A. Rutledge
Plant Production
Sabine Station
Micheal G. Shores
Plant Production
Sabine Station
Jack L. Winston Jr.
Fleet Administration
Baton Rouge

10 YEARS

Frank J. Allison
RBNG Plant Operations
River Bend
Tanya H. Backer
Computer Applications
Beaumont
Michael A. Brame
Electric T&D
Conroe
Donald J. Cart
Plant Production
Sabine Station
Brian J. Chustz
RBNG Engrg. & Admin.
River Bend
Judith W. Clark
Division Accounting
Baton Rouge
Paula F. Colmer
Customer Service
Conroe
James C. Deddens
Executive Department
River Bend
Claude E. DeWeese
RBNG Engrg. & Admin.
River Bend
Barbara P. Donahey
Legal Services
Beaumont
Harley F. Erickson
Electric T&D
Conroe
Herbert B. Fortenberry
Electric T&D
Conroe
Betty S. Gavora
Corporate Communications
Beaumont
Molly W. Hancock
Rates & Rgltry. Affairs
Beaumont
Anita C. Johnson
Financial Services
Beaumont
Robert A. Klein
Division Accounting
Conroe
Carol T. Kunk
Division Accounting
Silsbee
Walter W. Lane
Plant Production
Sabine Station
Cynthia D. Matte
Division Accounting
Church Point
Norman G. McCauley
Electric T&D
Daisetta
Ralph E. Midkiff
Plant Production
Nelson Coal
Theresa P. Mitchell
Plant Production
Nelson Coal
William L. Moore
Plant Production
Lewis Creek
Frank L. Shannon
Design Engineering
Beaumont
Melvin A. Sheppard
Division Accounting
Baton Rouge
Richard A. Simmons
Plant Production
Sabine Station
James R. Simpson
RBNG Plant Operations
River Bend
Kathy W. Smith
Division Accounting
Denham Springs
Wyman L. Thibodeaux
Plant Production
Nelson Coal
Tina M. Tommasi
Plant Production
Nelson Station
John L. Weakley III
Plant Production
Sabine Station

Promotions from January 1 - March 31, 1993

Adams, James R., Beaumont, to systems analyst, Computer Applications (5).

Addison, John A., River Bend, to nuclear control operator, Plant Production (4).

Andre, Gary P., Louisiana Station, to equipment operator, Plant Production (1).

Angelloz, Norman D., Baton Rouge, to apprentice-line & service departments, Electric T&D (1).

Babin, James H., River Bend, to technical specialist, RBNG Plant Operations-Maintenance (4).

Bell, Glenn A., Sabine Station, to mechanic helper, Plant Production (1).

Biggs, Robert L., River Bend, to supervisor-quality control, RBNG Oversight (2).

Blanchard, Larry A., Baton Rouge, to substation mechanic 2/c, Electric T&D, (8).

Block, Bryant K., Sabine Station, to repairman 2/c, Plant Production (13).

Botley, Gayle W., Port Arthur, to district accounting supervisor, Division Accounting (12).

Boyd, Aua V., Baton Rouge, to customer contact clerk, Division Accounting (5).

Broussard, Thomas L., Lafayette, to substation, relay & communications supervisor, T&D Engineering (35).

Brown, Kenda B., The Woodlands, to customer contact representative, Division Accounting (4).

Brown, Joseph O., River Bend, to radiation protection technician 1/c, Plant Production (5).

Coats, Charles R., River Bend, to electrical maintenance supervisor, RBNG Plant Staff (7).

Coffee, Terry E., Baton Rouge, to collector, Division Accounting (13).

Coleson, Marilyn R., Conroe, to customer contact representative, Division Accounting (4).

Comeaux, Mason L., Louisiana Station, to storekeeper, Plant Production (11).

Cooper, Joseph R., Lake Charles, to production training specialist, Human

Resources (11).

Courtney, William R., Beaumont, to systems analyst, Computer Applications (4).

Creel, Michael O., Baton Rouge, to senior engineering assistant, Gas Department (9).

Crowder, Danny B., The Woodlands, to lineman 2/c, Electric T&D (1).

Cunningham, Ronald D., Beaumont, to supervisor-contract & purchasing administration, Energy Resources (30).

Davis, Christina B., Beaumont, to environmental analyst, Engineering & Technical Services (2).

Depoy, Marvin E., Louisiana Station, to head fireman, Plant Production (18).

Dixon, Milton D. Jr., Beaumont, to relayman 2/c, Electric T&D (3).

East, Warren M., Nelson Station, to electrician 1/c, Plant Production (1).

Edwards, Michael V., Port Arthur, to lineman 2/c, Electric T&D (11).

Edwards, Bobby J., Conroe, to service-man 4/c, Electric T&D (8).

Eisworth, Gerald G., Denham Springs, to lineman 2/c, Electric T&D (8).

Flowers, Glenn W. Jr., Silsbee, to meter reader, Division Accounting (4).

Floyd, Jeffrey M., Beaumont, to apprentice-line & service departments, Electric T&D (4).

Fourroux, Paul A., Louisiana Station, to shift supervisor, Plant Production (24).

Freehill, Peter P., River Bend, to nuclear control operator, Plant Production (6).

Granier, Michael J. Jr., Louisiana Station, to electrician 2/c, Plant Production (2).

Grimes, Melvin A., Beaumont, to lineman 4/c, Electric T&D (11).

Grubbs, Rayford L., Beaumont, to senior T&D safety specialist, Human Resources (27).

Hambrice, Kevin C., River Bend, to electrical engineer, RBNG Plant Staff (3).

Harland, Timothy E., Sabine Station, to test technician 1/c, Plant Production (9).

Harris, Kenneth R., Baton Rouge, to corrosion tech 1/c, Gas Department (8).

Hayka, John J., Baton Rouge, to pipeman apprentice, Gas Department (1).

Hemby, Danny J., Sabine Station, to equipment operator, Plant Production (4).

Hinson, Sandra C., Port Arthur, to section head, Division Accounting (20).

Hunt, Tina P., New Caney, to senior customer representative, Division Accounting (13).

James, Leroy, Baton Rouge, to apprentice-gas department, Gas Department (4).

James, Nathaniel, Conroe, to lineman 4/c, Electric T&D (2).

Jenkins, Ethelyn G., Beaumont, to senior data analyst, Human Resources (14).

Jones, Henry L., Baton Rouge, to corrosion technician 2/c, Gas Department (8).

Jones, Doris T., River Bend, to systems analyst, RBNG Engineering-Computer Systems (7).

Jurey, Mark A., River Bend, to instrumentation & controls foreman, RBNG Plant Operations (6).

Kilcrease, Stephen W., Beaumont, to forecasting analyst, Strategic Planning (2).

Knowles, Robert W., Beaumont-Edison Plaza, to utility worker II, Office Services (2).

Lavergne, Rufus L., Jennings, to inspector-tree trimming, T&D Line (30).

Lawson, J. Bryan, Beaumont, to purchasing agent III, Energy Resources (12).

Leche, James M., Baton Rouge, to lineman 2/c, Electric T&D (11).

Lecompte, Andrus F., Baton Rouge, to apprentice-line and service departments, Electric T&D (1).

Louis, Beverly B., Port Arthur, to customer contact representative, Division Accounting (7).

Martin, Russell A., Beaumont, to apprentice-line & service departments, Electric T&D (1).

Martin, Bryan K., Beaumont, to automotive technician 3/c, Fleet

Administration (5).

Matte, Ricky J., Lafayette, to meterman 1/c-T&D, Electric T&D (13).

McCormick, Murville C., Baton Rouge, to substation mechanic 2/c, Electric T&D (8).

McQueen, Michael R., Sabine Station, to control operations foreman, Plant Production (15).

Miller, Glen V., River Bend, to nuclear control operator, Plant Production (5).

Moore, Timothy G., Willow Glen, to electrician 2/c, Plant Production (1).

Morrison, Bryan J., Louisiana Station, to senior engineering assistant, Plant Production (14).

Murphy, James P., Conroe, to lineman 3/c, Electric T&D (3).

Naylor, Thomas M., River Bend, to nuclear control operator, Plant Production (5).

Nelson, Donald R., Silsbee, to lineman 3/c, Electric T&D (1).

Norton, Danny J., Orange, to lineman 1/c, Electric T&D (9).

Orgeron, Angela M., River Bend, to nuclear equipment operator, Plant Production (5).

Peavy, Richard D. Jr., Baton Rouge, to lineman 4/c, Electric T&D (4).

Perry, Bradley S. M., Baton Rouge, to

apprentice-line & service departments, Electric T&D (1).

Radebaugh, Stephen R., River Bend, to assistant plant manager-operations, radwaste & chemistry, RBNG Plant Operations (11).

Reed, McGehee, River Bend, to senior environmental analyst, RBNG Safety Assessment & Quality Verification (7).

Richard, Stephen D., Nelson Station, to repairman 2/c, Plant Production (1).

Rogers, Steven A., Beaumont, to computer operator, Computer Applications (1).

Rudolph, Samuel R., Beaumont, to associate systems analyst, Computer Applications (7).

Scher, Jeanette C., Beaumont, to senior health services specialist, Human Resources (2).

Scott, James M., Baton Rouge, to utility truckdriver, Electric T&D (14).

Shelton, Stacey L., Baton Rouge, to apprentice-gas department, Gas Department (8).

Singletary, Billy T., The Woodlands, to lineman 2/c, Electric T&D (5).

Sonnier, Bernice J., Jennings, to utility man, Electric T&D (6).

Spagnoletti, Mark D., The Woodlands, to lineman 2/c, Electric T&D (4).

Stephens, Nathan W., Sabine Station, to equipment operator, Plant Production (1).

Stott, David J., Silsbee, to lineman 1/c, Electric T&D (8).

Taylor, Joseph D., Baton Rouge, to lineman 2/c, Electric T&D (8).

Terro, Chris L., Lake Charles, to lineman 4/c, Electric T&D (2).

Ursprung, Linda M., Beaumont, to senior systems analyst, Computer Applications (12).

Vaughan, Carla S., River Bend, to systems analyst, RBNG Engineering-Computer Systems (3).

Wallace, Marlin E., Lake Charles, to production training specialist, Human Resources (17).

West, Tracy T., Baton Rouge, to apprentice-line & service departments, Electric T&D (1).

Williams, Michael H., River Bend, to systems analyst, RBNG Engineering-Computer Systems (3).

Wilyre, Albert, Nelson Station, to painter-production 2/c, Plant Production (14).

Womack, Randal L., River Bend, to nuclear control operator, Plant Production (4).

() denotes years of service

Kopecky named assistant treasurer

The Board of Directors of Gulf States Utilities named Jean T. Kopecky of Beaumont assistant treasurer of the company.

A 12-year veteran of GSU, Kopecky has worked in various accounting functions since she joined the company in 1981. Her most recent position was as a supervisor in general accounting.

Kopecky, a native of East Bernard, Texas, holds a bachelor of business administration degree in finance from Texas A&M University.

She and her husband, Thomas, are the parents of a daughter and a son.



Kopecky

MAILBOX



Pris Gallagher



Kenny Cockerham

A fantastic job

"I would like to take this opportunity to thank you for allowing Mr. **Kenny Cockerham** to take time out of his schedule to conduct a Relay Testing seminar for my maintenance electricians," writes Gary L. Stewart, senior supervisor, Copolymer Corp. "I assure you, Copolymer greatly appreciates your generosity and consideration in the service which you have provided us. Mr. Cockerham did a fantastic job explaining relays, relay test equipment and test procedures.

"I received many comments from the electricians about how much they learned and how helpful he was in teaching them how to utilize their test equipment to its full potential. In addition to his technical expertise, Mr. Cockerham's courteous, friendly personality made it a pleasure to work with him."

Cockerham is a relay foreman, Baton Rouge.

Springfest '93

Ed Loggins, senior executive vice president, received this letter from Fred M. Young, the dean of the Lamar University College of Engineering:

"I would like to thank you and your dedicated employees for their support of Springfest '93. Thanks to your help this was a very successful event.

"The parents were particularly appreciative of the opportunity for their children to talk with practitioners in fields they were considering for careers.

"We had about 250 students attend along with ten companies, seven departments and nine student organizations. We had students attend from four states and over thirty cities.

"Again thanks for your participation and support."

Support and assistance

"Thank you so much for organizing the Existing Business Retention Seminar that your marketing department sponsored for our Chamber members and city leadership," writes Karen Curran, executive director of the Zachary Chamber of Commerce to **Sam Richardson**, economic development agent, Baton Rouge. "Our association with Team City has always been positive and once again the seminar proved the program to be first class.

"In the few days following the workshop response has been very upbeat. Ideas shared by **Steve Buser**, **Rick Hatcher**, and **John Bordelon** are already being discussed in reference to our area. The materials distributed are very informative and should prove beneficial in the future. And last but not least, the meal served was excellent.

"The Zachary Chamber of Commerce appreciates the support and assistance Gulf States Utilities gives our community and looks forward to future projects available through the Team City program."

Buser is an economic development specialist, Beaumont. Hatcher is an economic development agent, Conroe. Bordelon is an administrator-Team City, Beaumont.

Avian appreciation

Calvin J. Hebert, senior vice president-division operations, Beaumont, received this letter from Robert L. Cook, chief, wildlife branch, Texas Parks and Wildlife Department:

"I would like to express my appreciation to you and Gulf

States Utilities for your assistance in handling an outbreak of avian botulism in southeast Jefferson County in November. This disease outbreak ultimately resulted in the loss of more than 4,500 ducks and other waterbirds. The die-off could have been much worse without the donations of time, materials and equipment for GSU and other companies and individuals which allowed authorities to control the disease outbreak."

Courtesy and professionalism

I am writing to commend one of your employees, **Pris Gallagher**," writes, customer Mary Soporito, Baton Rouge. "She assisted me in getting our service turned on so that we could move into our new home. Our builder had failed to inform us that he was experiencing a problem with our inspection and he did not get the final inspection until the day after we closed. Due to the cool weather, we would not have been able to proceed with our scheduled move if Ms. Gallagher had not come to our aid. She displays courtesy and professionalism and should be considered an asset to GSU."

Gallagher is coordinator-Louisiana communications, Baton Rouge.

Community helpers

"Thank you so much for your help with the flagpole at Friedens United Church of Christ," writes Flora Mason to **Gus Guitierrez**, serviceman-1st class, Navasota. "Community helpers like you are very much appreciated."

Most deserving

"I wish to express the appreciation of the Houston 2x2 Program and the National Tree Trust for the participation of your Reddy Volunteers in the first tree planting of the trust, which occurred in Willis, Texas," writes Gary Woods, private sector coordinator, 2x2 program, to **John Conley**, vice president, Western Division. "Your volunteers planted over 1,000 two gallon trees in less than three hours. I also wish to acknowledge the invaluable assistance of Ms. **Renee Stone**, who solicited and organized volunteers and arranged for drinking water at the site. I understand the Texas Department of Transportation has erected a permanent marker thanking your volunteers. They are most deserving."

Stone is customer affairs coordinator, Conroe.

Cooperation, support

JoNell Barrett, customer information coordinator, Beaumont, received the following letter from Jane Hinchey, chair, Lamar University Home Economics Department:

"As we reflect on the events of 1992, I wish to take this opportunity to express sincere appreciation to you and to GSU for the cooperation and support of our programs.

The affiliation with you and **Sue Williams** has enabled us to meet many professional and community needs."

Williams is supervisor-customer services, Port Arthur.

Sincerely appreciated

Arden Loughmiller, vice president, Beaumont Division, received the following letter from Wayne Morris, assistant director, Jefferson County Health and Welfare Unit #1:

"Just a note to thank you, **Sue Kendall** and all the participating staff at Gulf States for a job well done in sponsoring the "Coffee Break" meetings.

"My experience in attending these sessions has been very educational and informative. Your interest in the residents of Jefferson County and the courtesy and appreciation you have extended is sincerely appreciated."

Kendall is customer affairs coordinator, Beaumont.

Kind service

"I want to take this opportunity to thank your office for the kind service you offered St. Peter Church when Mr. **Stanley Batiste**, went out of his way to help us," writes Fr. Albert G. Nunez of St. Peter's Church, Carencro, Louisiana, to **Melvin Clark**, service foreman, Lafayette. "He put the crown back on our Lady's marble statue in front of the church, and then applied epoxy to secure the crown.

"He's a good public relations man for Gulf States Utilities."

Batiste is a serviceman-1st class, Lafayette.

Especially helpful

"On behalf of the Tee-Mamou-Iota Mardi Gras Folklife Festival, may we thank you and all of the Gulf States utility crews that participated in setting up service lines for our festival booths," writes, Joel Cart, president Tee-Mamou-Iota Mardi Gras Folklife Festival Association to **Lem Gravelle**, superintendent, Jennings District. "Mr. **Joe Faulk** was especially helpful in planning and designing the type of system we needed."

Faulk is T&D supervisor, Jennings.

GSU retirees express thanks for increase

Thank you so much

"My wife and I wish to say a sincere thank you so much for the much needed increase. We appreciate you kind thoughtfulness. I knew when I worked for Gulf States for forty-three years, I was putting my time in with a company who cared. Thank again and may God bless you and keep you.

Malcolm R. Holmes, Baton Rouge

Thanks

"It was quite refreshing to see correspondence from those with whom I associated through several years with Gulf States, and I certainly wish to express my thanks for

the recent increase in retirement compensation. Though being separated from them geographically, it is quite pleasing to associate with them through the pages of **Plain Talks**. Once again I wish to say thanks."

Respectfully, A. W. Baird, Las Cruces, New Mexico

Appreciation

"I have been recovering from a knee operation; hence the slow response to the increase in my retirement benefits. I appreciate the extra retirement pay provided by you and the board of directors.

Sincerely, George S. Cannon, Spring, Texas

More thanks

I want to express my appreciation for the increased benefits for retirees. I have been retired since 1981 and that was my third increase since my retirement. I appreciate the fine work you have done with the company.

Sincerely, Frank J. Robinson, Walker County Judge, Huntsville, Texas

"I knew when I worked for Gulf States for forty-three years, I was putting my time in with a company who cared."

PLAIN TALKS

P.O. Box 2951
Beaumont, Texas 77704

Address Correction Requested

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Permit No. 11



Left to right, Edison Plaza EAS members (kneeling) Brenda Webb, Terry Haas, (standing) Debbie Redman, Margie Clayton, Sharon Waters and Dan Prudhomme helped distribute Easter baskets and other donated items to the injured Sabine Station employees and their families. The baskets were decorated by different floors at Edison Plaza as part of a contest sponsored by EAS. Photo by Scott Harper.



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